

Exhibit B

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF NEW YORK

-----X	
STEVEN MANFREDO, on behalf of himself and all others	:
similarly situated,	:
	: Case No.:
Plaintiff,	: 20 Civ. 3728 (MKB)(AYS)
- against -	:
	:
VIP AUTO GROUP OF LONG ISLAND, INC.,	:
LEVITTOWN FORD LLC, WESTBURY JEEP CHRYSLER	:
DODGE, INC., WESTBURY IMPORTS LLC f/k/a	:
WESTBURY FIAT LLC, d/b/a ALFA ROMEO OF	:
WESTBURY and FIAT OF WESTBURY, GRAND PRIX	:
SUBARU, LLC, LINDENHURST SUBARU LLC d/b/a	:
SOUTH SHORE SUBARU, VIP OF HUNTINGTON, LLC	:
f/k/a and d/b/a VOLVO CARS OF HUNTINGTON, LLC,	:
GARDEN CITY JEEP CHRYSLER DODGE, LLC, and	:
JOEL SPORN,	:
	:
Defendants.	:
-----X	

I, Steven Manfredo, declare as follows:

1. I make the following declaration based on my own personal knowledge and am competent to testify on the matters presented in this declaration.

Employment History

2. I began my employment with VIP Auto Group of Long Island, Inc. ("VIP Auto") in March 2018.

3. I worked at VIP Auto's dealership located 3195 Hempstead Turnpike, Levittown, New York 11756, commonly referred to as Levittown Ford.

4. I worked for VIP Auto as a Sales Professional.

5. Initially, in this role, I worked on showroom floor selling cars to customers. Later, I began working out of the service department selling new cars to existing customers who are getting their vehicles serviced.

Job Duties

6. As a Sales Professional, I was responsible for assisting customers and selling VIP Auto's cars, trucks, and vans to them.

7. I and other sales employees, were required to, among other things: (a) sell, lease, and deliver a minimum number of unites pre month; (b) approach, greet, and offer assistance and direction to customers who enter the dealership showroom or sales lot; (c) assist customers in selecting a vehicle by asking questions, describing the product, and explaining optional equipment; (d) offer test drives; (e) keep abreast of new products, features, accessories; (f) attend training courses; (g) complete necessary paperwork, including sales orders; and (h) prepare sold vehicles for delivery to the customer before they arrive and deliver the vehicles to the customers, ensuring that the customer understands the vehicle's operating features, warrant, and paperwork.

8. From about April 2019 through March 2020, I was assigned to perform sales in Vehicle Exchange. In this role I would start my day working out of the service department to sell vehicles to existing customers who were at the dealership because they brought their vehicle to get serviced.

Hours Worked

9. Throughout my employment with VIP, I was scheduled to worked 50 or more hours a week.

10. A typical schedule of mine is attached as Exhibit 1. This schedule was from when I first started working for VIP. It typifies my scheduled hours from the start of my employment through April 2019. That is, this was my schedule before I started working in Vehicle Exchange.

11. When I worked in Vehicle Exchange, starting in or about April 2019, I was scheduled to work Monday through Friday from 7:00 am to 5:00 pm. I would start my day working out of the service department and then, at about 10:00 am, I would transition to the showroom.

12. Although I was typically scheduled to work about 50 hours a week, I worked beyond my scheduled hours and regularly worked over 60 hours a week.

13. As a Sales Professional, my main goal was to sell vehicles to customers. Because customers often compared vehicles across different makes, models, and, ultimately, dealerships, it was important to keep the potential customers happy and give them constant attention. I had to remain flexible and work outside of my regular schedule.

14. For example, I regularly had phone calls and text messaged with customers outside of my scheduled shifts. I always gave customers my business card, which included my email, when I met with them in the dealership. I would also handwrite my cell number on the card, at times, if I thought the customer was a good lead and could use extra attention. Even when I did not give the customer my cell number, if that customer called on my day off the receptionist would either transfer the call to my cell or give my number to the customer. As a result, I would regularly respond to questions from customers and schedule test drives, deliveries, and meetings with them before my shift, after my shift, or on my days off. On average, I spent several hours per week actively communicating with customers while outside of the dealership. Sometimes, these exchanges could last hours from start to finish because I had to check numbers, contact my coworkers to gather information, or wait for the customer to follow up.

15. There are a lot that goes into making a sale and it requires coordination of the sales, finance, and management team, among others. As a result, I regularly communicated with

other VIP Auto employees by email and phone outside of my scheduled hours. This would include discussing down payments, warranty requests, deal status, the location of vehicle keys, and other matters. On average, I spent about an hour or two per week communicating with my coworkers outside of my scheduled hours.

16. My fellow Sales Professionals and I also had to come into the dealership on our days off to handle deliveries and other matters. A “delivery” is the term used to describe when we hand the purchased vehicle, keys, title, and necessary paperwork over to the customer. It is the responsibility of the Sales Professional completing the sale to deliver the vehicle. Depending on my schedule, how long it takes to physically get the vehicle ready, and the customer’s schedule, sometimes deliveries were scheduled on my days off or before/after my shift. A delivery usually takes about an hour and a-half, at best, if nothing goes wrong or gets delayed, but generally over two hours. This occurred on a near-weekly basis.

17. VIP Auto required us to meet certain sales targets and goals. And, as commission-paid employees, Sales Professionals had to make sales earn a decent income. As a result, if I was behind on sales or had been underperforming in terms of the commissions I had earned, I would come in early or on my day off to follow up on leads, complete paperwork, run numbers for potential customers, or meet with customers. Before I started in Vehicle Exchange, I was regularly arriving no less than 30 minutes early per day to do such work.

18. To complete my work and make sales, I regularly had to stay later than my scheduled shifts. This would often occur when completing a “spot delivery,” which is when you sell a vehicle and complete the deal – customer drives home with the vehicle – the same day. If I started a sale towards the end of my shift, I would have stay until the sale was complete.

Additionally, I had to stay beyond my scheduled shift because customers were late to scheduled meetings, there were problems confirming a customer's insurance, or work was backed up in other departments (such as finance). On average, I stayed beyond my regular end time three or more days per week. This could be anywhere from 30 minutes to four hours per day.

19. I also regularly did not take a full 30-minute uninterrupted meal break because I was either too busy meeting with customers, following up on leads, or completing paperwork, or I was either interrupted by a customer while eating or I would make calls while at my desk. I took 20 minutes or less of

Wages Paid

20. As a Sales Professional, VIP Auto paid me \$300 in a weekly salary plus a \$100 salary bonus, if I met certain targets: my Group Salesperson Score needed to be over the average and 12 units had to be sold in the prior month. I then earned commissions based on the profitability of the sale and certain other bonuses.

21. If I did not make any sales, I did not earn and was not paid anything above my salary.

22. As a result, there were a number of weeks in which I was only paid, regardless of how many hours I worked. This includes the weeks covered by the paystubs in Exhibit 2.

Other Sales Professionals Like Me

23. Other Sales Professionals performed the same or similar duties that I performed and that are outlined in VIP Auto's policies and handbook. I know this because I worked alongside other Sales Professionals, and I witnessed them performing the same job duties as me. VIP Auto

requires Sales Professionals to shadow other Sales Professions as part of their training when they are hired.

24. In addition to those Sales Professional listed in Exhibit 1, I worked with Brad Simon, Jody (last name unknown), and numerous others whose names I cannot recall.

25. Sales Professionals performed the same or similar duties across VIP Auto's various dealerships. I believe this because, among other things, certain Sales Professionals were transferred between the various dealerships. For instance, Manuel Mori later went to the Huntington Volvo location and Zack Ortmann went to Garden City Jeep.

26. Other Sales Professionals, including those listed in Exhibit 1, were scheduled to work over 55 hours a week.

27. I know that they worked extra hours on top of their scheduled shifts because I saw them working outside of their scheduled hours. That is, as described above, I witnessed my fellow Sales Professionals working while eating, working on their days off, or coming in early or leaving later. I've also spoken with other Sales Professionals, such as Brad Simon, a about having to come in on a day off, stay late, or otherwise work outside of our schedules.

28. Given the requirements of the job, other Sales Professionals must have been working additional hours on top of their schedule, just like me. That is, Sales Professionals are required to do what takes to satisfy the customer and make a sale. VIP monitors the reviews Sales Professionals, and its dealerships receive, including on Cars.com and Dealerrater.com, which is very important to them. This pressure to make customers happy, coupled with the need to make sales to earn a living, encourages Sales Professionals to work beyond their regular shifts.

29. Like most dealerships, VIP only pays commissions and bonuses to the Sales Professional whom completes the final sales paperwork. As a result, a Sales Professional could spend hours meeting with a customer, taking that person on a test drive, and working up all the potential specs and payment plans, but not get credited with the sale if that customer were to return on that Sales Professional's day off to make the purchase. This fear of losing out on a sale – after investing hours of work – drives Sales Professionals to work on their days off and outside of their regular hours.

30. I anticipate that if other Sales Professionals were notified of this lawsuit and given the opportunity to join it, they would likely come forward with claims for unpaid minimum wages.

VIP Auto's Operations

31. VIP Auto runs all of their dealerships out of the Levittown Ford offices. That is, the executives and administrative functions of VIP and their related corporations are run out of Levittown Ford.

32. VIP Auto's owner and President, Joel Sporn's, office is in the Levittown Ford building.

33. When I was hired, I was given a welcome letter signed by Mr. Sporn, which is attached as Exhibit 4.

34. Keith Donnelly, General Manager of Westbury Jeep, maintained an office in the Levittown Ford building.

35. Business Development Center Manager Shawn Reischmann, who is responsible for, among other things, running the internet department for all of VIP's dealerships, maintained an office in the Levittown Ford building. In this role he oversees the ads VIP Auto runs for its

dealerships and manages the incoming calls to VIP Auto's 1-800 number, which are then routed to Sales Professionals.

36. The office for Director of Training Dan Ballasy, who is responsible for overseeing the training of all of VIP's employees, is also in the Levittown Ford building. This training program is known as VIP University, which is in part run through a common training portal (VIP University Online Learning Center) for VIP's dealerships.

37. Erin Leone, the HR Director, was responsible for human resource matters across all VIP locations.

38. Although my paystub listed Levittown Ford as my employer, it listed my employer's address at 111 Bond Street, Westbury, New York 11590, as seen on Exhibit 3. 111 Bond Street is where the service department of VIP's Westbury Jeep Chrysler Dodge dealership is located. Later the address for Levittown Ford was switched to 3195 Hempstead Turnpike, which is the Levittown Ford address, as shown on Exhibit 3 as well.

* * * *

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on 3/25/2021 _____.

DocuSigned by:

D1CB994652C54C2...
STEVEN MANFREDO

Exhibit 1

EXT	NAME	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Phone
MANAGERS									
209	Dan Krauciunas	11am-5pm	8:30-6pm	8:30-9pm	OFF	12:30-9pm	12:30-9pm	8:30-6pm	631-459-7103
	ALT OFF								
229	Michael Gross	11am-5pm	12:30-9pm	OFF	8:30-9pm	8:30-6pm	8:30-5pm	8:30-6pm	631-764-2626
	ALT OFF								
228/213	George Routsos	11am-5pm	12:30-9pm	8:30-6pm	8:30-9pm	OFF	12:30-9pm	8:30-6pm	516-449-3341
	ALT OFF								
226	Melissa Frangipane	OFF	9am-6pm	9am-6pm	9am-6pm	9am-6pm	9am-6pm	OFF	516-633-1326
003	Glenn Dunbar(Fleet)	OFF	9am-5pm	9am-5pm	9am-5pm	9am-5pm	9am-5pm	OFF	516-647-3007
201	Angel Rodriguez	OFF	7am-3pm	7am-3pm	7am-3pm	7am-3pm	7am-3pm	OFF	516-532-0933
TEAM DAN									
204	Alain Georges Pierre	11am-5pm	12:30-9pm	8:30-6pm	OFF	12:30-9pm	12:30-9pm	8:30-6pm	646-683-8609
206	Kevin Prieto	11am-5pm	8:30-6pm	12:30-9pm	12:30-9pm	OFF	8:30-6pm	8:30-6pm	516-589-1631
215	Jack Han	OFF	8:30-5pm	8:30-5pm	8:30-5pm	8:30-5pm	8:30-5pm	OFF	917-609-7901
202	Bob Warner	11am-5pm	12:30-9pm	OFF	12:30-9pm	8:30-6pm	8:30-6pm	8:30-6pm	516-817-4449
210	Darnell Deforges	11am-5pm	12:30-9pm	OFF	12:30-9pm	8:30-6pm	8:30-6pm	8:30-6pm	516-366-9385
407	Jonathan Persaud	11am-5pm	8:30-9pm	OFF	8:30-9pm	OFF	12:30-9pm	8:30-6pm	347-480-8448
212	Frank Monteforte	11am-5pm	8:30-9pm	OFF	8:30-9pm	OFF	8:30-6pm	8:30-6pm	631-831-4879
TEAM MICHAEL									
320	Thomas Feeney	11am-5pm	8:30-6pm	8:30-6pm	OFF	12:30-9pm	12:30-9pm	8:30-6pm	516-304-2852
225	Bob Delvicario	11am-5pm	8:30-6pm	12:30-9pm	12:30-9pm	OFF	8:30-6pm	8:30-6pm	347-931-8481
	Steven Manfredo	11am-5pm	12:30-9pm	12:30-9pm	OFF	8:30-6pm	12:30-9pm	8:30-6pm	631-559-3431
220	Manuel Mori	11am-5pm	12:30-9pm	8:30-6pm	8:30-6pm	OFF	12:30-9pm	8:30-6pm	631-487-8894
214	Jonathan Iannielli	11am-5pm	8:30-6pm	12:30-9pm	8:30-6pm	12:30-9pm	OFF	8:30-6pm	631-575-2747
419	Joel Jones	11am-5pm	12:30-9pm	8:30-6pm	OFF	12:30-9pm	8:30-6pm	8:30-6pm	347-309-9259
453	Zack Ortmann	11am-5pm	12:30-9pm	OFF	8:30-6pm	8:30-6pm	12:30-9pm	8:30-6pm	631-355-4925
FINANCE									
406	Adam Diaz	11am-5pm	8:30-6pm	OFF	8:30-6pm	8:30-6pm	1:30pm-9pm	8:30-6pm	347-239-6330
	ALT OFF								
221	Vinny Felice	11am-5pm	12pm-close	8:30-6pm	OFF	12pm-close	8:30-6pm	8:30-6pm	516-662-1918
	ALT OFF								
207	Joe Kinder	11am-5pm	12pm-close	12pm-close	8:30-6pm	OFF	8:30-6pm	8:30-6pm	631-987-1610
	ALT OFF								
RECEPTION TEAM/BILLER									
230	Carly Ortmann	11am-5pm	9am-5pm	2pm-9pm	9am-2pm	9am-9pm	OFF	9am-6pm	631-355-4924
219	Faith Donitz	OFF	5pm - 9pm	OFF	5pm - 9pm	5pm - 9pm	9am - 9pm	9am - 6pm	516-512-9474
513	Darlene Perillo	OFF	9am-5pm	9am-5pm	9am-5pm	9am-5pm	9am-5pm	OFF	516-319-0046
227	Monica Von Gonten	11am-5pm	9am-5pm	1pm-9pm	9am-5pm	OFF	9am-5pm	9am-6pm	516-659-8467
	ALT OFF								
PORTERS									
	Briam Bonilla	OFF	12pm-9pm	1pm-9pm	OFF	1pm-9pm	3pm-9pm	9am-6pm	516-725-6553
	Francisco Rivera	OFF	8:30am-5pm	OFF	8:30am-5pm	8:30am-5pm	8:30am-5pm	9am-6pm	516-749-5728
	Deyvi Quintanilla	OFF	7am-3:30pm	7am-3:30pm	7am-3:30pm	7am-3:30pm	7am-3:30pm	OFF	516-503-5685
	Josh Aguirre	11am-5pm	1pm-9pm	1pm-9pm	1pm-9pm	1pm-9pm	OFF	OFF	516-288-6442
	Eric Agraz	OFF	8am-4pm	8am-4pm	8am-4pm	8am-4pm	8am-4pm	OFF	516-939-5075

Exhibit 2

Doc ID	Doc Type	Doc No	Doc Date	Doc Status
3FV	000569	000301	0000010027	1

Earnings Statement

LEVITTOWN FORD
3195 HEMPSTEAD TURNPIKE
LEVITTOWN, NY 11756

Period Beginning: 12/25/2019
Period Ending: 12/31/2019
Pay Date: 01/03/2020

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
NY: 0

STEVEN MANFREDO

Earnings		rate	salary/hours	this period	year to date	Other Benefits and Information		this period	total to date
Regular		400.00		400.00	400.00	Max Elig/Comp		400.00	400.00
Gross Pay				\$400.00	400.00	Mctax		1.09	
Deductions		Statutory				Important Notes			
		Federal Income Tax		-26.06	26.06	COMPANY PH# :516-333-2666			
		Social Security Tax		-19.96	19.96	BASIS OF PAY: SALARY			
		Medicare Tax		-4.67	4.67				
		NY State Income Tax		-7.27	7.27				
		NY SUI/SDI Tax		-0.60	0.60				
		NY Paid Family Leave Ins		-1.08	1.08				
		Other							
		Dental Pretax		-9.08*	9.08				
		Pretax Medical		-69.00*	69.00				
		Net Pay		\$262.28					
		Checking 1		-262.28					
		Net Check		\$0.00					

* Excluded from federal taxable wages
Your federal taxable wages this period are \$321.92

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LEVITTOWN FORD
3195 HEMPSTEAD TURNPIKE
LEVITTOWN, NY 11756

Advice number: 00000010027
Pay date: 01/03/2020

Deposited to the account of	account number	transit	ABA	amount
STEVEN MANFREDO	XXXXXXX	XXXX	XXXX	\$262.28

THIS IS NOT A CHECK

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3FV 000569 000301 0000420027 1

Earnings Statement



LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Period Beginning: 10/10/2018
Period Ending: 10/16/2018
Pay Date: 10/19/2018

Taxable Marital Status: Single

Exemptions/Allowances:

Federal: 0
NY: 0

STEVEN MANFREDO

Earnings	rate	hours	this period	year to date
Regular	400.00		400.00	12,000.00
Commission				22,567.46
Gross Pay			\$400.00	34,567.46

Other Benefits and Information	this period	total to date
Max Elig/Comp	400.00	34,567.46
Mcttax	1.20	

Deductions	Statutory	
	Federal Income Tax	-30.31
	Social Security Tax	-21.96
	Medicare Tax	-5.14
	NY State Income Tax	-8.72
	NY SUI/SDI Tax	-0.60
	NY Paid Family Leave Ins	-0.50
	Other	
	Pretax Medical	-45.78*
	Net Pay	\$286.99
	Checking 1	-286.99
	Net Check	\$0.00

Important Notes

YOUR COMPANY PHONE NUMBER IS 516-333-2666

* Excluded from federal taxable wages

Your federal taxable wages this period are \$354.22

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LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Advice number: 00000420027
Pay date: 10/19/2018

Deposited to the account of	account number	transit ABA	amount
STEVEN MANFREDO	XXXXXXXXXX	XXXX XXXX	\$286.99

THIS IS NOT A CHECK

NON-NEGOTIABLE

3FV	000569	000301	0000480021	1
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Earnings Statement

LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Period Beginning: 11/21/2018
Period Ending: 11/27/2018
Pay Date: 11/30/2018

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
NY: 0

STEVEN MANFREDO

Earnings	rate	hours	this period	year to date
Regular	400.00		400.00	14,400.00
Commission				26,019.17
Gross Pay			\$400.00	40,419.17

Other Benefits and Information	this period	total to date
Max Elig/Comp	400.00	40,419.17
Mcttax	1.20	

Deductions	Statutory	
	Federal Income Tax	-30.31
	Social Security Tax	-21.96
	Medicare Tax	-5.13
	NY State Income Tax	-8.72
	NY SUI/SDI Tax	-0.60
	NY Paid Family Leave Ins	-0.50
	Other	
	Pretax Medical	-45.78*
	Net Pay	\$287.00
	Checking 1	-287.00
	Net Check	\$0.00

Important Notes

YOUR COMPANY PHONE NUMBER IS 516-333-2666

* Excluded from federal taxable wages
Your federal taxable wages this period are \$354.22

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LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Advice number: 00000480021
Pay date: 11/30/2018

Deposited to the account of	account number	transit	ABA	amount
STEVEN MANFREDO	XXXXXXXX	XXXX	XXXX	\$287.00

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3FV 000569 000301 0000070027 1

Earnings Statement



LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Period Beginning: 02/06/2019
Period Ending: 02/12/2019
Pay Date: 02/15/2019

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
NY: 0

STEVEN MANFREDO

Earnings	rate	hours	this period	year to date
Regular	400.00		400.00	2,800.00
Commission				3,209.35
Gross Pay			\$400.00	6,009.35

Other Benefits and Information	this period	total to date
Max Elig/Comp	400.00	6,009.35
Mcttax	1.20	

Deductions	Statutory	
	Federal Income Tax	-30.00
	Social Security Tax	-21.96
	Medicare Tax	-5.14
	NY State Income Tax	-8.72
	NY SUI/SDI Tax	-0.60
	NY Paid Family Leave Ins	-0.61
	Other	
	Pretax Medical	-45.78*
	Net Pay	\$287.19
	Checking 1	-287.19
	Net Check	\$0.00

Important Notes

YOUR COMPANY PHONE NUMBER IS 516-333-2666

* Excluded from federal taxable wages
Your federal taxable wages this period are \$354.22

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LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Advice number: 0000070027
Pay date: 02/15/2019

Deposited to the account of	account number	transit ABA	amount
STEVEN MANFREDO	XXXXXXX	XXXX XXXX	\$287.19

THIS IS NOT A CHECK

NON-NEGOTIABLE

Exhibit 3

3FV 000569 000301 0000460029 1

Earnings Statement

LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Period Beginning: 11/06/2019
Period Ending: 11/12/2019
Pay Date: 11/15/2019

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
NY: 0

STEVEN MANFREDO

Earnings	rate	salary/hours	this period	year to date
Regular	400.00		400.00	18,000.00
Commission			1,354.65	39,569.28
Vacation				851.97
Gross Pay			\$1,754.65	58,421.25

Other Benefits and Information	this period	total to date
Max Elig/Comp	1,754.65	58,421.25
Mcttax	5.70	

Important Notes

YOUR COMPANY PHONE NUMBER IS 516-333-2666

Deductions	Statutory		year to date
Federal Income Tax	-273.13		7,520.51
Social Security Tax	-103.95		3,451.50
Medicare Tax	-24.31		807.21
NY State Income Tax	-89.76		2,607.26
NY SUI/SDI Tax	-0.60		27.60
NY Paid Family Leave Ins	-2.68		89.37
Other			
Dental Pretax	-9.08*		181.60
Pretax Medical	-69.00*		2,570.28
Net Pay	\$1,182.14		
Checking 1	-1,182.14		
Net Check	\$0.00		

BASIS OF PAY: SALARY

* Excluded from federal taxable wages

Your federal taxable wages this period are
\$1,676.57

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LEVITTOWN FORD
111 BOND STREET
WESTBURY, NY 11590

Advice number: 00000460029
Pay date: 11/15/2019

Deposited to the account of
STEVEN MANFREDO

account number	transit ABA	amount
XXXXXXXXXX	XXXX XXXX	\$1,182.14

THIS IS NOT A CHECK

NON-NEGOTIABLE

3FV 000569 000301 0000470021 1

Earnings Statement

LEVITTOWN FORD
3195 HEMPSTEAD TURNPIKE
LEVITTOWN, NY 11756

Period Beginning: 11/13/2019
Period Ending: 11/19/2019
Pay Date: 11/22/2019

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
NY: 0

STEVEN MANFREDO

Earnings	rate	salary/hours	this period	year to date
Regular	400.00		400.00	18,400.00
Commission			74.01	40,268.29
Vacation				851.97
Gross Pay			\$474.01	59,520.26

Other Benefits and Information	this period	total to date
Max Elig/Comp	474.01	59,520.26
Mcttax	1.35	

Important Notes

COMPANY PH# :516-333-2666

Deductions	Statutory		year to date
Federal Income Tax	-35.01		7,588.79
Social Security Tax	-24.55		3,514.80
Medicare Tax	-5.74		822.01
NY State Income Tax	-10.81		2,620.30
NY SUI/SDI Tax	-0.60		28.20
NY Paid Family Leave Ins	-0.73		91.06
Other			
Dental Pretax	-9.08*		190.68
Pretax Medical	-69.00*		2,639.28
Net Pay		\$318.49	
Checking 1	-318.49		
Net Check		\$0.00	

BASIS OF PAY: SALARY

* Excluded from federal taxable wages

Your federal taxable wages this period are \$395.93

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LEVITTOWN FORD
3195 HEMPSTEAD TURNPIKE
LEVITTOWN, NY 11756

Advice number: 00000470021
Pay date: 11/22/2019

Deposited to the account of	account number	transit ABA	amount
STEVEN MANFREDO	XXXXXXXX	XXXX XXXX	\$318.49

THIS IS NOT A CHECK

NON-NEGOTIABLE



100 JERICHO TPKE, JERICHO, NY 11753-1004
SALES: 516-240-9892
SERVICE: 516-564-2640
PARTS: 516-564-2467



Search Inventory

Directions to Service Department



Elite Service & Parts Center

From the Meadowbrook Parkway - Take Old Country Road Exit East approx 1 1/2 miles to State Street (2 blocks after Tesaro Restaurant), make a left onto State Street follow to Summa Street, make right onto Summa and first left onto Bond Street (dead end), Service & Parts on left.

From Northern State Parkway - Take Post Avenue Exit south to Old Country Road, Make left onto Old Country Road and follow to State Street approx 1 mile and make left onto State Street follow to Summa Street make right onto Summa and first left onto Bond Street, Service & Parts on left.

Contact

Westbury Jeep Chrysler Dodge, Inc.

111 Bond Street
Westbury, Long Island, NY 11590

Service: 516-564-2640

Hours

Monday	07:30AM - 12:00AM
Tuesday	07:30AM - 12:00AM
Wednesday	07:30AM - 12:00AM
Thursday	07:30AM - 12:00AM
Friday	07:30AM - 12:00AM

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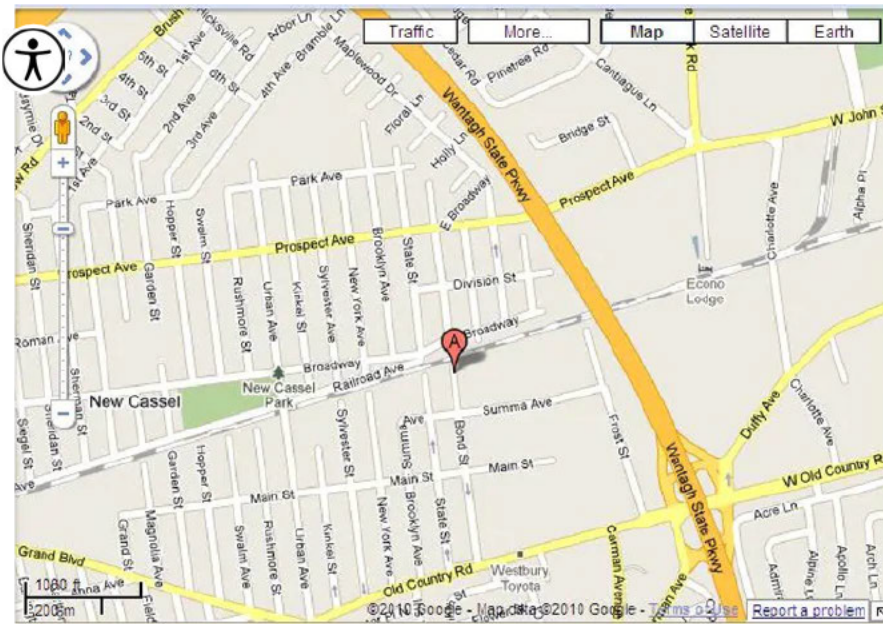
I'm online and happy to help! How may I help you? 😊

Schedule Test Drive

Send Message

Text Us: 5162711858





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I'm online and happy to help! How may I help you? 😊

[Schedule Test Drive](#)

[Send Message](#)

Text Us: 5162711858



Exhibit 4



Hello Steven,

Congratulations on your decision to work within the stores of the VIP Auto Group of Long Island, LLC. As a member of the VIP Auto Group family, there's a lot to be proud of ... and there's never been a more exciting time to be here.

Our management team is leading the way towards an even better future. Record sales have been the market's response to our exciting offering of vehicles. We continue to showcase new products and state-of-the-art technologies.

The momentum doesn't stop with our product offerings. The VIP University, the training arm of the Group, provides comprehensive support to quickly and efficiently bring new and experienced professionals up-to-speed on what they need to know now to succeed and provide consumers with an experience that is noticeably different.

As you'll see, we offer:

- A personalized curriculum based upon your role within the organization
- Comprehensive web-based training that you can take any time, anywhere
- Live, instructor-led courses
- Manufacturer sponsored training and certification
- And much more

At the VIP Auto Group, we're in the business of helping you succeed — and we have the track record to prove it. We know you will find the process of becoming an employee an easy one. We wish you the best in your new position. And again, welcome aboard!

Sincerely,



Joel Sporn
President & CEO, VIP Auto Group of Long Island , LLC